

*Council of University of California Staff Assemblies (CUCSA)
Press Release, March 31, 2013
<http://www.ucop.edu/cucsa>*

**University of California, Santa Barbara
March 6-8, 2013**

The Council of University of California Staff Assemblies (CUCSA) held its third quarterly meeting of the 2012-13 academic year at UC Santa Barbara on March 6-8, 2013. CUCSA is an advisory body composed of two delegates from each of the ten campuses, the Lawrence Berkeley National Laboratory (LBNL), and the Office of the President (UCOP). CUCSA meets on a quarterly basis rotating between the ten campuses, the national lab, and the Office of the President to promote, maintain and enhance communication within the University community on matters of interest to staff employees in accordance with California laws and Regental policies.

At the March CUCSA meeting, the leadership team and delegates discussed several major issues including the CUCSA Staff Engagement Survey, the Career Counseling Pilot Program, changes to retiree health benefits, and the latest developments on the issue of educational benefits for employees.

Willie Brown, Executive Director of Housing & Residential Services, UC Santa Barbara

Executive Director Brown discussed providing opportunities to staff for growth and development. Some strategies that work for his department include keeping staff engaged. He talked about the importance of getting feedback about things that are not being done well. It is also crucial to keep in mind all levels of the organization and people's different educational backgrounds. They use professional development plans for each employee. Being supportive of employee needs for time off and flexibility is also important. Executive Director Brown shared the strategic plan for his organization – Core Values of 2020 Vision.

Dwaine Duckett, Vice President for Human Resources, Office of the President

VP Duckett discussed the engagement survey and how we hope to use the data as a way of improving the work environment for staff. He spoke about the importance of supervisory training and how Career Tracks will create greater uniformity and clarity around job classifications. OP will continue conducting performance evaluation compliance reviews. He said that the initial review revealed much room for improvement in performance evaluation completion rates. He used UC Path as an example of a project that did not have enough early involvement from the people actually accomplishing the work. He spoke about a shift in balancing cash compensation with the level of benefits offered. He said there are conversations occurring about retention of talent in the face of stagnant wages and increasing benefits costs.

Don Lubach, Assistant Dean, Office of Dean of Students, UC Santa Barbara

Assistant Dean Lubach spoke about his long history of employment at UCSB starting out as a student employee washing dishes in the dining commons. He made the observation that CUCSA comes up with new ways of doing things. He stressed the importance that our campuses should resemble the make-up of the

state. He provided an overview of the career counseling curriculum that he presents to transfer students. Lubach also spoke of improving onboarding of staff. He stressed how important it is to meet the leadership team and for staff to have mentors. When asked about succession planning at UCSB, Lubach spoke about how management development group members apply for interim or acting posts. After these experiences, the staff have enough background to be competitive for future positions.

Cathy O'Sullivan, Director, Working Smarter Initiative, Office of the President

Director O'Sullivan discussed the Working Smarter program, its current portfolio and provided brief highlights of the program. One of her roles is to get a set of metrics for assessing the success of our efforts. O'Sullivan highlighted several working smarter projects. There was a Working Smarter Summit held in October 2012. She also spoke of creating a Working Smarter Recognition Program that includes a Staff Innovation Award and a process to collect ideas about the actionable challenges to efficiency. O'Sullivan also summarized activities around the CUCSA group that she initiated to brainstorm on efficiencies. An example of a ripe project is the need for cross-campus calendaring solutions.

Michael Young, Vice Chancellor for Student Affairs, UC Santa Barbara

Vice Chancellor Young talked about professional development. He is passionate about the professional development program that they have in Student Affairs. When he started as vice chancellor 23 years ago, he discovered that staff had the perception that there was a glass ceiling and a lack of meaningful career opportunities at all classification levels. He began a project with a group of seven project specialists to address this need. He eventually established a full-day Professional Development Conference with plenary speakers from campus or from the UC system or beyond. It was designated for all staff in the division and all were expected to attend. Young found that the investment in professional development has been strategic and beneficial to the division and to the staff.

Dan Dooley, Senior Vice President for External Relations, Office of the President

Senior Vice President Dooley provided the delegation with a recap of the November election issues. He touched on the plans for debt restructuring designed to save UC a significant amount of money. The Governor has a close interest in UC's operations and his recent attendance at the Regents Meetings has focused much greater attention on UC. SVP Dooley shared his perspective on advocacy. While he agrees with the image that UC does great work and should therefore be supported, we also need to demonstrate that we will hold ourselves accountable. SVP Dooley also reiterated the current status of discussions about merit increases for non-represented staff and the hopes that something can be done for 2013-14. Finally, we discussed how campus Staff Assemblies can support outreach efforts and aid in increasing visibility in local communities.

Donna Salvo, Executive Director of Talent Management, Office of the President

Executive Director Salvo defined talent management. It includes the entire continuum from talent acquisition and on-boarding to performance management and succession planning. She shared systemwide HR's Strategic Plan for 2010-2014 and pointed out some of their strategies to better manage human capital at UC. She also discussed other key initiatives such as improving the consistency of the interviewing and selection process. Salvo recently launched a Talent Management Consortium that brings together the talent management representatives from each campus along with other key stakeholders. UCOP will be developing a Talent Management portal with resources for all locations. Some of the key CUCSA initiatives that Salvo is working on are the Education Benefit Study, Systemwide Supervisory Training, Performance Management Training and Career Development.

Next Meeting

The final CUCSA quarterly meeting will be held at UC Office of the President on June 5-7, 2013.